

As a parent who is unable to attend tonight's meeting, I had a laundry list of items to raise in regards to the Charter School's Office Manager, Jennifer Kreashko. However I, along with other parents, would like to concur with the content that was in the teacher letter, and posted on the Channel 13 website. In the interest of your time, additional items that are of concern, but were not mentioned are bulleted:

- When parents call the office and ask Jenny to relay a message to a student, the response has been, "I will if I can get to it." "I will if I see them." or "I will try." If the school does not deem it necessary to provide student's with communications from parents/guardians, then please make sure whenever we DO receive a discipline policy, that students are not penalized for using phones during school hours as we cannot be guaranteed communications with them.
- Confidentiality: When a student has been referred to the office, for whatever reason, Jenny will announce to parents as they come in, why a student is "in trouble." There is no discretion taken with who is around, who is listening or watching. There have been times that I was in the building at the beginning of the year, as she was talking about the students in front of other parents, and I did not feel comfortable standing there listening, so walked out. I should not have been put in that position to hear other student's discipline issues, or vice versa.
- Job Duties: We also concur that Jenny has overstepped her duties with regard to her position. She was given a new title of Administrative Specialist, along with a hefty raise. Upon researching similar job titles, we were only able to find that title associated with an office manager in the college setting, requiring a Bachelor's degree. Most of us have students in other schools, and we can testify to other school's office managers' duties compared to Jenny's, Charter has half the kids, yet she has an assistant – to go with the new job title- and yet, she has most of the authority.
- One of our biggest concerns is how Jenny seems to have control of the budget. Field trips have been presented to the school, Jenny has refused. Teachers have volunteered to lead after schools groups, such as photography. Nina has approved materials needed for such a club, Jenny has refused the request saying it's not in the budget. She has refused this request FOUR TIMES. Why is Jennifer in charge of the school's budget and overriding Nina's authority?
- We have also witnessed personally as Jenny will tell Nina she has performed an action on her behalf, and Nina just sighs in recognition as if she doesn't have the fight to deal with it, she'll just either go with Jenny's decision or re-do it. Due to the personal nature of their relationship, Nina cannot/will not discipline a close family friend. But that is hurting the overall vision and movement forward of the school.

- Inappropriate: When in the building, we have heard Jenny take calls for Nina, ask who the caller is, and redirect their calls to other parties or herself. She has been seen accepting personal deliveries for Nina, even when Nina is in her office. Jenny feels that she is IN CHARGE and EVERYTHING goes through her.
- In addition to the teacher letter, we have known that Jenny has had personal access to Nina's emails for a long time, as Jenny will discuss confidential issues in the office in front of parents and staff that could only have been known if she had access. Knowing this, many have stopped using email and try to call the Director directly. Jenny will REFUSE to forward calls, say that Nina is busy, won't give messages, and tries to handle issues herself. When asked later if she received the info, Nina will just stare and say no. She was never contacted by Jenny.
- We also concur with the teacher letter witnessing the way Jennifer speaks to Nina. In any other position, a subordinate would be fired for such behavior. If Jenny feels that she is Second in Command, then when she has to take care of "things" she should not be YELLING at Nina upon her return from another building that "once again, Nina, I had to do YOUR job." Sorry, it was never Jenny's "job" to begin with.
- We feel that Jenny is demoralizing not only to staff and parents, but also to Dr. Rasmussen. Due to personal nature of their relationship, it is understandable how Nina would find it hard to reprimand Jennifer for inappropriate behavior, and how Jenny would overstep her boundaries realizing her connections with the Director and Superintendant Sebring.
- We, as parents, have realized from very early on there was a personal relationship to Jenny/Nina/Nancy (Sebring). To our understanding, Jennifer was Nancy's daughter's babysitter, or a relationship similar in nature. This appears to be a healthy case of nepotism, giving favored jobs to friends and family. Superintendant Sebring may have gotten Ms. Kreashko her position, but we feel Jenny has lost it on her own. The laundry list of items in this letter and the teachers' letter are just a few of our main concerns regarding Jenny being employed at the Charter School.  
Therefore, We are formally calling for action for her to be removed from her position immediately.

The Charter School is a special place. We understand how hard it was behind the scenes to make it a reality. We have something special that we want to see grow into its potential; however, we feel that cannot be accomplished with Jenny remaining in her position. Unfortunately, she is in "too deep" to just roll back duties. For a true change in culture at Charter, she needs to be removed.

We have seen Dr. Rasmussen try different concepts, different schedules, different policies, and we understand there will be growing pains being a new school, but the Administrative Specialist is fighting the Director every step of the way. We DO see that Nina has a vision, but Jenny is a major factor in blocking those visions from

becoming a reality. She is, as one put it, “old school” and doesn’t understand the vision of Charter.

We also have strong beliefs that Nina may not even realize some of this is going on. Jenny was overheard telling Nina an event had “changed” and it was no longer an issue. Yet the day before Nina had discussed this issue with the parent and it was a “go” Jenny unilaterally made the decision to say no, then lied to Nina.

Teachers and parents may have other issues regarding Dr. Rasmussen, but we feel that if Nina had someone in the office, who had experience in a school setting or office manager position, and someone who was willing to help move the school forward instead of taking control, someone who could support Nina in the office, not contradict every decision she makes, we would see an immediate improvement in Charter’s environment. Regardless of Jenny’s connections with the Superintendant, we are confident the Board can make decisions to better this school, and support our request for immediate action in the removal of Jennifer Kreashko from her Admisitrative Specialist postion at the Charter School effective immediately.

Sincerely,  
Concerned Parents of Charter